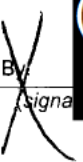


UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS			
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION SECURITY, POLICE & FIRE PROFESSIONALS OF AMERICA, LOCAL 444		b Union Representative to Contact TONY SEEFELD	
c. Address 25510 KELLY RD, ROSEVILLE, MI 48066-4932		d Tel. No	e Cell No. (989)873-0804
		f Fax No (586)772-9644	g. e-Mail tseefeld@spfpa.org
h The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2 Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since on or about June 2012, and continuously thereafter, the above labor organization, by its officers, agents, and representatives, restrained and coerced and is restraining and coercing (b) (6), (b) (7)(C), a former employee of G4S Secure Solutions, in the exercise of (b) (6), rights to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of (b) (6) own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all of such activities, which rights are guaranteed in Section 7 of the said Act.</p> <p>Specifically, the above-named labor organization has breached its duty of fair representation to (b) (6), (b) (7)(C) by processing (b) (6) grievances in a discriminatory, arbitrary or bad faith manner.</p>			
3. Name of Employer G4S SECURE SOLUTIONS		4a. Tel. No 419-534-3560	4b. Cell No.
		4c. Fax No.	4d e-Mail
5 Location of Plant involved (street, city, state, and ZIP code) 3361 EXECUTIVE PKWY, TOLEDO, OH 43606-1377		6. Employer representative to contact MIKE GRIESER	
7. Type of Establishment (factory, mine, wholesaler) Security agency	8 Principal product or service Security services	9. Number of Workers employed 100	
10 Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b Cell No
		11c. Fax No.	11d e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By 	(b) (6), (b) (7)(C)		Tel No (b) (6), (b) (7)(C)
	(b) (6), (b) (7)(C)		Cell No.
	Print/type name and title or office, if any An Individual		Fax No.
Address: (b) (6), (b) (7)(C)		Date: 9-13-2012	e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq*. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlrb.gov
Telephone: (216)522-3715
Fax: (216)522-2418

November 16, 2012

(b) (6), (b) (7)(C)

Re: Security, Police, Fire Professionals of
America (G4S Security Solutions)
Case 08-CB-089338

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on November 30, 2012. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than November 29, 2012.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to

www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before** November 30, 2012. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Frederick J. Calatrello

FREDERICK J. CALATRELLO
Regional Director

Enclosure

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS
BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

MIKE GRIESER
G4S SECURE SOLUTIONS
3361 EXECUTIVE PKWY
TOLEDO, OH 43606-1377

FRED SELEMAN, Managing Counsel -
Labor Relations
G4S SECURE SOLUTIONS (USA) INC.,
FORMERLY THE WACKENHUT
CORPORATION
1395 UNIVERSITY BLVD
JUPITER, FL 33458-5289

TONY SEEFELD, Automotive Director
INTERNATIONAL UNION SECURITY,
POLICE & FIRE PROFESSIONALS OF
AMERICA, LOCAL 444
25510 KELLY RD
ROSEVILLE, MI 48066-4932

GORDON A. GREGORY, ESQ.
GREGORY, MOORE, JEAKLE &
BROOKS, P.C.
THE CADILLAC TOWER
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226-2893

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

International Union Security, Police & Fire Professionals of America, Local 444 (G4S Secure Solutions)

Case Name(s).

08-CB-089338

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS			9/29/2015
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA)		b. Union Representative to Contact Mark Crawford International VP, Region 1	
c. Address 25510 Kelly Road, Roseville, MI 48066-4932		d. Tel. No. (586)772-7250	e. Cell No. (586)260-8281
		f. Fax No. (586)772-9644	g. e-Mail mark.crawford@iuspfpa.com
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s)1(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within last 6 months, the International Union, Security, Police and Fire Professionals of America (SPFPA) has refused to represent (b) (6), (b) (7)(C) and other employees of Paragon Systems, Inc. and Local 122. (b) (6), (b) (7)(C) is supposed to be out (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) refuses to return my phone my phone calls or otherwise represent me.			
3. Name of Employer Paragon Systems Inc.		4a. Tel. No. (513)340-0291	4b. Cell No. (513)340-0291
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 13655 Dulles Technology Drive, Suite 100, Herndon, VA 20171		6. Employer representative to contact GORDON FOX	
7. Type of Establishment (factory, mine, wholesaler) Security Guard	8. Principal product or service Security		9. Number of Workers employed 500+
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)	
	11c. Fax No.	11d. e-Mail	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Tel. No.
(signature)	Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: 9-29-2015	Fax No.	
		e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlrb.gov
Telephone: (216)522-3715
Fax: (216)522-2418

December 29, 2015

(b) (6), (b) (7)(C)

Re: International Union, Security, Police & Fire
Professionals of America (SPFPA)
(Paragon Systems Inc.)
Case 08-CB-160933

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that INTERNATIONAL UNION, SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA has violated the National Labor Relations Act.

Decision to Dismiss: Your charge alleges that the International Union, Security, Police and Fire Professionals of America violated Section 8(b)(1)(A) of the National Labor Relations Act by refusing to return your phone calls and to otherwise represent the employees of Paragon Systems, Inc.

As you have been informed, it is the Charging Party's obligation to cooperate and provide timely evidence in support of a charge. During the investigation, repeated attempts were made to secure a date and time for you to provide your evidence. However, you were unavailable on the scheduled date of November 11, 2015, and you have not returned voicemail messages left by the Board Agent on November 11 and 18. By letter dated November 19, you were advised that failure to contact the investigating Board Agent by November 30, 2015 would result in a recommendation that the charge be dismissed for lack of cooperation. You did not provide any evidence in support of your charge, nor did you contact the Board Agent by November 30. I am, therefore, refusing to issue complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the

December 29, 2015

General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **January 12, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than January 11, 2016. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before January 12, 2016**. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after January 12, 2016, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Allen Binstock

ALLEN BINSTOCK
Regional Director

AB/skb

Enclosure

International Union, Security, Police & Fire - 3 -
Professionals of America (SPFPA) (Paragon
Systems Inc.)
Case 08-CB-160933

December 29, 2015

cc: MARK CRAWFORD, VP
INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS OF
AMERICA (SPFPA)
25510 KELLY ROAD
ROSEVILLE, MI 48066-4932

MATT CLARK, ESQ
GREGORY, MOORE, JEAKLE &
BROOKS, P.C.
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226

GORDON FOX
PARAGON SYSTEMS, INC.
13655 DULLES TECHNOLOGY DRIVE
SUITE 100
HERNDON, VA 20171

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 08-CB-188410	Date filed 11/18/16
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SECURITY POLICE & FIRE PROFESSIONALS OF AMERICA (SPFPA), LOCAL 60	b. Union Representative to Contact Mark Crawford V.P. Region 1		
c. Address 22510 Kelly Rd Roseville, MI 48066	d. Tel. No. (586)772-7250	e. Cell No. (586)260-8281	
	f. Fax No. (586)772-9644	g. e-Mail mcrawford@spfpa.org	
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
On or about (b) (6), (b) (7)(C) 2016, the above-named Labor Organization failed in its duty to present (b) (6), (b) (7)(C) by dropping (b) (6) discharge grievance for arbitrary or discriminatory reasons, or in bad faith.			
3. Name of Employer CCA (Corrections Corporation of America)		4a. Tel. No. (440)599-4100	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 501 Thompson Rd Conneaut, OH 44030-8668		6. Employer representative to contact Marla Hammond H.R. Manager	
7. Type of Establishment (factory, mine, wholesaler) Prison	8. Principal product or service Inmates		9. Number of Workers employed 300
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		Tel No.	
(b) (6), (b) (7)(C) An Individual		(b) (6), (b) (7)(C)	
Print/type name and title or office, if any		Cell No.	
Address: (b) (6), (b) (7)(C)		Date: 11-16-2016	Fax No.
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlr.gov
Telephone: (216)522-3715
Fax: (216)522-2418

February 27, 2017

(b) (6), (b) (7)(C)

Re: CoreCivic
Case 08-CA-188406

Security Police & Fire Professionals of
America (SPFPA), Local 60 [CCA
(Corrections Corporation of America)]
Case 08-CB-188410

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charges that CoreCivic and INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) have violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charges because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **March 13, 2017**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than March 12, 2017. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal

must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before March 13, 2017**. The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after March 13, 2017, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Allen Binstock

ALLEN BINSTOCK
Regional Director

AB/skb

Enclosure

cc: MARLA HAMMAND, H.R. MANAGER
CORECIVIC
501 THOMPSON RD
CONNEAUT, OH 44030-8668

SUSAN LINDSEY, ASSISTANT GENERAL
COUNSEL
CORECIVIC
10 BURTON HILLS BLVD
NASHVILLE, TN 37215-6168

MARK CRAWFORD, V.P. REGION 1
INTERNATIONAL UNION, SECURITY, POLICE
AND FIRE PROFESSIONALS OF AMERICA
(SPFPA)
22510 KELLY RD
ROSEVILLE, MI 48066-

GORDON A. GREGORY, GENERAL COUNSEL
GREGORY, MOORE, JEAKLE AND BROOKS, PC
65 CADILLAC SQUARE STE 3727
DETROIT, MI 48226-2893

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, DC 20570

April 10, 2017

(b) (6), (b) (7)(C)

Re: CoreCivic
Case 08-CA-188406

Security Police & Fire Professionals of
America (SPFPA), Local 60 [CCA
(Corrections Corporation of America)]
Case 08-CB-188410

Dear (b) (6), (b) (7)(C):

This is in response to your appeal in the above matter. We regret to inform you that nothing further can be done in the matter.

By letter dated February 27, 2017 you were advised by the Regional Office that a complaint would not issue in the matter and that any appeal from this action must be received in this office by the close of business at 5:00 p.m. (ET) on March 13, 2017, or be postmarked by March 12, 2017. Your appeal was postmarked March 25, 2017, and received in this office on April 3, 2017. Accordingly, and in light of the Board's Rules, we must reject your appeal as being untimely filed and consider our files in this matter closed.

You may find the necessity of the above action overly harsh and technical. However, we must also keep in mind that parties against whom charges have been filed and dismissed are entitled to know when they need no longer expect that further proceedings against them will be taken.

On your appeal form you also list Case 08-CA-193878. That case is still under investigation by the Region. As that case has not been dismissed or deferred by the Region you do not have a current appeal right in that case.

Sincerely,

Richard F. Griffin, Jr.
General Counsel



By:

Mark E. Arbesfeld, Acting Director
Office of Appeals

cc: ALLEN BINSTOCK
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
REGION 08
1240 E 9TH ST STE 1695
CLEVELAND, OH 44199-2086

MARLA HAMMAND
H.R. MANAGER
CORECIVIC
501 THOMPSON RD
CONNEAUT, OH 44030-8668

SUSAN LINDSEY
ASSISTANT GENERAL COUNSEL
CORECIVIC
10 BURTON HILLS BLVD
NASHVILLE, TN 37215-6168

wp

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 08-CB-228528	Date Filed 10/3/18

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Fraternal Order of Police/Ohio Labor Council		b. Union Representative to contact (b) (6), (b) (7)(C) Title:	
c. Address (Street, city, state, and ZIP code) (b) (6), (b) (7)(C)		d. Tel. No. (b) (6), (b) (7)(C)	e. Cell No.
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) --See additional page--			
3. Name of Employer Greater Cleveland Regional Transit Authority		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 1240 W 6th St OH Cleveland 44113-1331		6. Employer representative to contact Title:	
7. Type of establishment (factory, mine, wholesaler, etc.) Transportation	8. Identify principal product or service Rail and Bus	9. Number of workers employed 50	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By Robert Kapitan Robert Kapitan (signature of representative or person making charge) (Print/type name and title or office, if any) Title: 3998 Broadview Rd Ste A Richfield OH 44286-8501 Address _____ (date) 10/3/2018 10 37:25		Tel. No. (866) 725-5297 Cell No. (866) 725-5297 Fax No. e-Mail kapitan@rbklaws.com	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the Charging Party's grievance for arbitrary or discriminatory reasons or in bad faith.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlrb.gov
Telephone: (216)522-3715
Fax: (216)522-2418

October 15, 2018

(b) (6), (b) (7)(C)

Fraternal Order of Police/Ohio Labor Council

(b) (6), (b) (7)(C)

Re: Fraternal Order of Police/Ohio Labor
Council (Greater Cleveland Regional
Transit Authority)
Case 08-CB-228528

Dear (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Iva Y. Choe

IVA Y. CHOE
Acting Regional Director

cc: (b) (6), (b) (7)(C)

Robert Kapitan
Kapitan Legal Services
3998 Broadview Rd
Ste A
Richfield, OH 44286-8501

Greater Cleveland Regional Transit
Authority
1240 W 6th St
Cleveland, OH 44113-1331

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		DO NOT WRITE IN THIS SPACE	
Case		Date filed	
08-CB-243566		6/19/19	
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name -International Union, Security, Police and Fire Professionals of America		b. Union Representative to Contact Harold Trigg Director Region 1	
c. Address 25510 Kelly Road, Roseville, MI 48066		d. Tel. No. (586)772-7250	e.e. Cell No. (937)298-6108
		f. Fax No.	g. e-Mail htrigg@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
1. Within the last six-months, the above-named Union has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievances of (b) (6), (b) (7)(C) regarding discipline for arbitrary or discriminatory reasons or in bad faith.			
2. Since on or about (b) (6), (b) (7)(C) 2019, the above-named Union has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to arbitrate the grievance of (b) (6), (b) (7)(C) regarding 2019 termination for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer St. Vincent Charity Medical Center		4a. Tel. No.	4b. Cell No.
		4c. Fax No. (216)363-2591	4d. e-Mail ted.monczewski@stvincen tcharity.com
5. Location of Plant involved (street, city, state, and ZIP code) 2351 E. 22nd Street, West Building, 6th Floor, Cleveland, OH 44115-3111		6. Employer representative to contact Ted Monczewski	
7. Type of Establishment (factory, mine, wholesaler) Hospital	8. Principal product or service Health care	9. Number of Workers employed 25	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C) (signature of representative of person making charge)	(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)	
	Print/type name and title or office, if any	Cell No.	
Address: (b) (6), (b) (7)(C)	Date: 6-12-19	Fax No.	
		e-Mail (b) (6), (b) (7)(C)	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT**

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlr.gov
Telephone: (216)522-3715
Fax: (216)522-2418

September 27, 2019

Gordon A. Gregory, General Counsel
Gregory, Moore, Jeakle & Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police and
Fire Professionals of America
Case 08-CB-243566

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

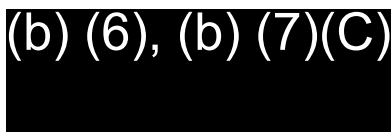
A handwritten signature in black ink, appearing to read "Iva Y. Choe", with a long, sweeping horizontal line extending to the right.

IVA Y. CHOE
Acting Regional Director

IYC:cj

cc:

(b) (6), (b) (7)(C)



Ted Monczewski
St. Vincent Charity Medical Center
2351 E. 22nd Street
West Building, 6th Floor
Cleveland, OH 44115-3111

Harold Trigg, Director Region 1
International Union, Security, Police and
Fire Professionals of America (SPFPA)
25510 Kelly Road
Roseville, MI 48066

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 08-CB-251069	Date filed 11/4/19
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Professionals of America (SPFPA), Local 131		b. Union Representative to Contact Harold Trigg, Region Director	
c. Address 25510 Kelly Road, Roseville, MI 48066-4994		d. Tel. No. (937)298-6108	e.e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since on or about (b) (6), (b) (7)(C), 2019, and continuously thereafter, it, a labor organization, by its officers, agents and representatives, restrained and coerced, and is restraining and coercing (b) (6), (b) (7)(C), an employee of Golden Service, in the exercise of (b) (6) rights to self-organization, to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all such activities, which rights are guaranteed in Section 7 of the said Act, by failing to uphold its duty of fair representation toward (b) (6), (b) (7)(C) regarding (b) (6) termination and by failing and refusing to process a grievance concerning (b) (6) termination.			

UNEQUAL & UNFAIR

3. Name of Employer Golden Services		4a. Tel. No. (216)433-5618	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 21000 Brookpark Rd., Cleveland, OH 44135		6. Employer representative to contact Philip Oberhaus Project Manager	
7. Type of Establishment (factory, mine, wholesaler) Security provider	8. Principal product or service Security		9. Number of Workers employed 50
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C) An Individual	
Address: (b) (6), (b) (7)(C)		Print/type name and title or office, if any	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
		e-Mail (b) (6), (b) (7)(C)	
		Date: 10/22/2019	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlrb.gov
Telephone: (216)522-3715
Fax: (216)522-2418

December 17, 2019

Gordon Gregory, Esq.
SPFPA
65 Cadillac Sq
Ste 3727
Detroit, MI 48226-2893

Re: Security Police and Fire Professionals of
America, Local 131 (Golden Services)
Case 08-CB-251069

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

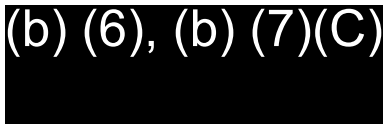
Very truly yours,

A handwritten signature in black ink, appearing to read "Iva Y. Choe", is written over a horizontal line.

IVA Y. CHOE
Acting Regional Director

cc: Harold Trigg, Region Director
International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 508
25510 Kelly Road
Roseville, MI 48066-4994

(b) (6), (b) (7)(C)



Philip Oberhaus, Project Manager
Golden Services
21000 Brookpark Rd.
Cleveland, OH 44135

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		08-CB-254549	1-13-20
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security, Police and Fire Association, Local 122		b. Union Representative to Contact David L. Hickey	
c. Address 25510 Kelly Rd, Roseville, MI 48066		d. Tel. No.	e. e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) For the last six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by breaching its duty of fair representation.			
3. Name of Employer St. Vincent Charity Medical Center		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 2351 22nd Street, Cleveland, OH 44115		6. Employer representative to contact Ted Macheski	
7. Type of Establishment (factory, mine, wholesaler) Hospital	8. Principal product or service Medical Services	9. Number of Workers employed 200	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel No.	
(signature of representative or person making charge)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
		Print/type name and title or office, if any	Cell No.
Address: (b) (6), (b) (7)(C)		Date: 1/3/20	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)

RECEIVED
2020 JAN 13 AM 9:42
CLEVELAND, OHIO



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 8
1240 E 9TH ST
STE 1695
CLEVELAND, OH 44199-2086

Agency Website: www.nlrb.gov
Telephone: (216)522-3715
Fax: (216)522-2418

January 24, 2020

Gordon Gregory, Esq.
SPFPA
65 Cadillac Sq, Ste 3727
Detroit, MI 48226-2893

Re: International Union, Security, Police and
Fire Association, Local 22 (St. Vincent)
Case 08-CB-254549

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

NORA F. MCGINLEY
Acting Regional Director

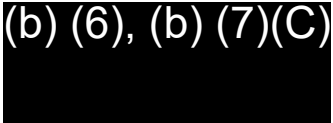
cc: David L Hickey
International Union, Security, Police and
Fire Professionals of America (SPFPA)
& its Local No. 122
25510 Kelly Road
Roseville, MI 48066-4932

Ted Macheski
St. Vincent Charity Medical Center
2351 22nd Street
Cleveland, OH 44115

Ryan T Smith
Frantz Ward, LLP
200 Public Sq Ste 3000
Cleveland, OH 44114-2381

Michael J. Frantz
Frantz Ward LLP
200 Public Sq Ste 3000
Cleveland, OH 44114-2381

(b) (6), (b) (7)(C)

A large black rectangular redaction box covers the text area below the (b) (6), (b) (7)(C) label.

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		9-CB-C76560	March 13, 2012
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 61		b. Union Representative to Contact RICK O'QUINN, UNION PRESIDENT	
c. Address 25510 KELLY RD, ROSEVILLE, MI 48066-4932		d. Tel. No. (321) 543-3310	e. Cell No.
		f. Fax No.	g. e-Mail
e. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about February 15, 2012 the Union has refused to process my grievance concerning vacation time accrual.			
3. Name of Employer SOUTH EASTERN PROTECTIVE SERVICES		4a. Tel. No. (803) 985-0325	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 4360 OLD YORK RD, ROCK HILL, SC 29732-8124		6. Employer representative to contact MARTY MELTON	
7. Type of Establishment (factory, mine, wholesaler) SECURITY	8. Principal product or service SECURITY	9. Number of Workers employed	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d. e-Mail	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
B (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	Tel No. (b) (6), (b) (7)(C)
Person making charge		Print/type name and title or office, if any	Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)		Date: 2/22/12	Fax No. (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3222

Agency Website: www.nlrb.gov
Telephone: (513)684-3686
Fax: (513)684-3946

April 30, 2012

MICHAEL AKINS, ATTORNEY
INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS
OF AMERICA (SPFPA) AND ITS LOCAL 61
65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226

Re: SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA,
LOCAL 61 (SOUTH EASTERN
PROTECTIVE SERVICES)
Case 09-CB-076560

Dear Mr. Akins:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,

Gary W. Muffley
Regional Director

cc: RICK O'QUINN, UNION PRESIDENT, SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA LOCAL 61, 25510 KELLY RD,
ROSEVILLE, MI 48066-4932

MARTY MELTON, SOUTH EASTERN PROTECTIVE SERVICES,
4360 OLD YORK RD, ROCK HILL, SC 29732-8124

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case 09-CB-078697	Date filed April 12, 2012
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 166, (SPFPA)		b. Union Representative to Contact HAROLD F. TRIGG	
c. Address 25510 KELLY ROAD, ROSEVILLE, MI 48066-4932		d. Tel. No. (937)469-0809	e. Cell No.
		f. Fax No. (937)643-2628	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) On or about (b) (6), (b) (7)(C) 2011, the above-named labor organization unfairly represented (b) (6), (b) (7)(C) in (b) (6) discharge grievance.			
3. Name of Employer SECURITAS SECURITY SERVICES		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 349 WEST FIRST STREET, SUITE 120, DAYTON, OH 45402-3013		6. Employer representative to contact WILLIAM HEMP	
7. Type of Establishment (factory, mine, wholesaler) (b) (6), (b) (7)(C) GE PLANT D-MAX GM Assembly	8. Principal product or service SECURITY SERVICES	9. Number of Workers employed 13	
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	11b. Cell No.	
	11c. Fax No.	11d. e-Mail	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
making charge		Print/type name and title or office, if any	
Address: (b) (6), (b) (7)(C)		Date: 4-8-12	e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. (b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3222

Agency Website: www.nlr.gov
Telephone: (513)684-3686
Fax: (513)684-3946

June 7, 2012

(b) (6), (b) (7)(C)

Re: INTERNATIONAL UNION OF SECURITY, POLICE
AND FIRE PROFESSIONALS OF AMERICA,
LOCAL 166 (Securitas Security Services)
Case 09-CB-078697

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on June 21, 2012. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than June 20, 2012.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before June 21, 2012**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

Gary W. Muffley
Regional Director

Enclosure

cc GENERAL COUNSEL, OFFICE OF APPEALS, FRANKLIN COURT BUILDING,
NATIONAL LABOR RELATIONS BOARD, 1099 14TH STREET, NW,
WASHINGTON, DC 20570

HAROLD F. TRIGG, PRESIDENT, INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 166, (SPFPA),
25510 KELLY ROAD, ROSEVILLE, MI 48066-4932

SCOTT A. BROOKS, ATTORNEY, GREGORY, MOORE, JEAKLE & BROOKS, PC,
THE CADILLAC TOWER, 65 CADILLAC SQ., SUITE 3727, DETROIT, MI 48226

WILLIAM HEMP, SECURITAS SECURITY SERVICES, 349 WEST FIRST STREET,
SUITE 120, DAYTON, OH 45402-3013

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 09-CB-115689	Date Filed October 25, 2013

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union, Security Police Fire Professionals of America (SPFPA)		b. Union Representative to contact Harold Trigg, District Director Region 1	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road, Roseville, Michigan 48066		d. Tel. No. (586)772-7250	e. Cell No.
		f. Fax No. (586)772-9644	g. e-Mail www.SPFPa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (b) (6), (b) (7)(C) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Threatening and coersionary remarks were made by (b) (6), (b) (7)(C) , (b) (6), (b) (7)(C) , in regards to the Hollywood Casino Security Team's rights to be represented. (b) (6) further tried to intimidate them by stating that they would lose their jobs if they did not return the "green cards", SPFPA authorization card for check off of dues.			
3. Name of Employer Hollywood Casino		4a. Tel. No. (614)308-4485	b. Cell No.
		c. Fax No.	d. e-Mail hccco_contactus@pngaming.com
5. Location of plant involved (street, city, state and ZIP code) 200 Georgesville Road, Columbus, Ohio 43228-2020		6. Employer representative to contact Robin Rivera	
7. Type of establishment (factory, mine, wholesaler, etc.) Casino	8. Identify principal product or service Gaming	9. Number of workers employed 52	
10. Full name of party filing charge (b) (6), (b) (7)(C) , (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative) (Print name, title or office, if any) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) Address (b) (6), (b) (7)(C) (date) 10/23/13			
		Tel. No. (b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No. (b) (6), (b) (7)(C)	
		e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
SETTLEMENT AGREEMENT

IN THE MATTER OF

**INTERNATIONAL UNION, SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA (SPFPA) (Hollywood Casino
Columbus)**

Case 09-CB-115689

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

POSTING OF NOTICES — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notices to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them on the SPFPA bulletin board(s) located within the Hollywood Casino Columbus (Employer) located at 200 Georgesville Road, Columbus, Ohio 43228. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting. Further, if the Charged Party maintains bulletin boards at the facility of the Employer where the alleged unfair labor practices occurred, the Charged Party shall also post Notices on each such bulletin board during the posting period. The Regional Director will send copies of the signed Notices to the Employer whose employees are involved in this case, and request that the Notices be posted in prominent places in the Employer's facility for 60 consecutive days from the date of posting.

MAILING NOTICES - The Charged Party will mail a copy of the signed Notice in English and in additional languages if the Regional Director decides that it is appropriate to do so, to each security guard employee employed by the Employer at 200 Georgesville Road, Columbus, Ohio 43228 for the period May 1, 2013 to the present. The message of the cover letter transmitted with the Notice will state: "We are distributing the Attached Notice to Employees and Members to you pursuant to a Settlement Agreement approved by the Regional Director of Region 9 of the National Labor Relations Board in Case 9-CB-115689. The Charged Party will forward a copy of that cover letter with all of the recipient's mail addresses, to the Region's Compliance Officer at patricia.enzweiler@nlrb.gov.

COMPLIANCE WITH NOTICE — The Charged Party will comply with all the terms and provisions of said Notice.

NON-ADMISSION – By entering into this Settlement Agreement the Charged Party does not admit to any violation of the Act.

SCOPE OF THE AGREEMENT — This Agreement settles only the following allegations in the above-captioned case(s), and does not settle any other case(s) or matters.

1. The charge in this proceeding was filed by the Charging Party on October 25, 2013, and a copy was served on the International Union of Security, Police, Fire Professionals of America (SPFPA) (the Charged Party) on October 28, 2013.

2. (a) At all material times, Central Ohio Gaming Venture, LLC D/B/A Hollywood Casino Columbus (Employer), has been a corporation with an office and place of business in Columbus, Ohio, (the Employer's facility), and has been engaged in the operation of a gambling and related services enterprise.

(b) During the past 12 months, in conducting its business operations described above, the Employer realized gross revenues in excess of \$500,000, and purchased and received goods and materials in excess of \$50,000 directly from points located outside the State of Ohio.

(c) At all material times, the Employer has been an employer engaged in commerce within the meaning of Section 2(2), (6), and (7) of the Act.

3. At all material times, the Charged Party has been a labor organization within the meaning of Section 2(5) of the Act.

4. At all material times, the following individuals held the positions set forth opposite their respective names and have been agents of Respondent within the meaning of Section 2(13) of the Act:

(b) (6), (b) (7)(C) - (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) - (b) (6), (b) (7)(C)

5. About early to the middle of May 2013, a more precise date being currently unknown to the Regional Director, the Charged Party, by (b) (6), (b) (7)(C) by telephone, threatened employees with discharge if they did not cooperate with the Charged Party.

6. About early to the middle of May 2013, a more precise date being currently unknown to the Regional Director, by (b) (6), (b) (7)(C) by telephone, threatened an employee and other employees with discharge if they did not cooperate with the Union and return to the Charged Party signed dues checkoff authorization cards.

7. About the middle of May 2013, a more precise date being currently unknown to the Regional Director, the Charged Party, by (b) (6), (b) (7)(C) by telephone, threatened an employee with discharge and that the employee and another employee should commence looking for other employment.

8. About September 16, the Charged Party, by (b) (6), (b) (7)(C) at the Employer's facility, threatened employees with discharge if they did not sign and return dues check off authorization cards for the Charged Party.

9. By the conduct described above in paragraphs 5 through 8, the Charged Party has been restraining and coercing employees in the exercise of their rights guaranteed in Section 7 of the Act in violation of Section 8(b)(1)(A) of the Act.

10. The unfair labor practices of Respondent described above affect commerce within the meaning of Section 2(6) and (7) of the Act.

It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

PARTIES TO THE AGREEMENT — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes _____
Initials

No /s/ EB _____
Initials

PERFORMANCE — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does

not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director.

The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a complaint that will include the allegations spelled out above in the Scope of Agreement section. Thereafter, the General Counsel may file a motion for default judgment with the Board on the allegations of the complaint. The Charged Party understands and agrees that all of the allegations of the complaint will be deemed admitted and it will have waived its right to file an Answer to such complaint. The only issue that may be raised before the Board is whether the Charged Party defaulted on the terms of this Settlement Agreement. The Board may then, without necessity of trial or any other proceeding, find all allegations of the complaint to be true and make findings of fact and conclusions of law consistent with those allegations adverse to the Charged Party on all issues raised by the pleadings. The Board may then issue an order providing a full remedy for the violations found as is appropriate to remedy such violations. The parties further agree that a U.S. Court of Appeals Judgment may be entered enforcing the Board order ex parte, after service or attempted service upon Charged Party/Respondent at the last address provided to the General Counsel.

NOTIFICATION OF COMPLIANCE — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

Charged Party		Charging Party	
INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA)		(b) (6), (b) (7)(C)	
By: Name and Title /s/ E Berg /s/ Eric W. Berg, Attorney for the SPFPA	Date 1/28	By: Name and Title /s/ (b) (6), (b) (7)(C)	Date 012914
Recommended By: /s/ Linda B. Finch LINDA B. FINCH, Field Attorney	Date 29 January 2014	Approved By: /s/ Gary W. Muffley Regional Director, Region 9	Date 1/30/14



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3271

Agency Website: www.nlrb.gov
Telephone: (513)684-3686
Fax: (513)684-3946

May 27, 2014

ERIC W. BERG
ATTORNEY AT LAW
GREGORY, MOORE, JEAKLE & BROOKS, P.C.
65 CADILLAC SQUARE
SUITE 3727
DETROIT, MI 48226-2893

Re: INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS
OF AMERICA (SPFPA)
(Hollywood Casino)
Case 09-CB-115689

Dear Mr. Berg:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

Very truly yours,

/s/

Gary W. Muffley
Regional Director

cc: HAROLD TRIGG
DISTRICT DIRECTOR REGION 1
INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS OF
AMERICA (SPFPA)
25510 KELLY RD
ROSEVILLE, MI 48066

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

INTERNATIONAL UNION, SECURITY, - 2 -
POLICE AND FIRE PROFESSIONALS
OF AMERICA (SPFPA) (Hollywood
Casino)
Case 09-CB-115689

May 27, 2014

ROBIN RIVERA
HR VICE-PRESIDENT
HOLLYWOOD CASINO COLUMBUS OHIO
200 GEORGESVILLE RD
COLUMBUS, OH 43228-2020

STEVEN W. SUFLAS
ATTORNEY AT LAW
BALLARD SPAHR, LLP
210 LAKE DRIVE EAST
SUITE 200
CHERRY HILL, NJ 08002-1163

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 9-CB-122932	Date Filed February 20, 2014

INSTRUCTIONS File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security Police Fire Professionals of America (SPFPA)	b. Union Representative to contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road, Roseville, Michigan 48066	d. Tel. No. (586)772-7250	e. Cell No.
	f. Fax No. (586)772-9644	g. e-Mail www.SPFPA.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 8(B)(1) (A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On Saturday, February 1st, 2014, near or around 2:45pm, (b) (6), (b) (7)(C) walked into the briefing room observed a couple of employees reading documents. (b) (6) did not have possession of these documents and (b) (6) didn't know what was pertaining in the documents (b) (6) did not see me in the briefing room and (b) (6) did not see me give any employees any documents. (b) (6) left the briefing room and went to HR. (b) (6) told HR that (b) (6) saw me in the briefing passing out union related documents. I was called into HR and was told what (b) (6), (b) (7)(C) had accused me of. It is my belief that (b) (6), (b) (7)(C) intended to use false information against me that was pertaining to the union to persuade HR to terminate my position.

3. Name of Employer Hollywood Casino	4a. Tel. No. (614)308-4485	b. Cell No.
	c. Fax No.	d. e-Mail hccco_contactus@pngaming.com
5. Location of plant involved (street, city, state and ZIP code) 200 Georgesville Road, Columbus, Ohio 43228-2020		6. Employer representative to contact Robin Rivera
7. Type of establishment (factory, mine, wholesaler, etc.) Casino	8. Identify principal product or service Gaming	9. Number of workers employed 47
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
	c. Fax No. (b) (6), (b) (7)(C)	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

<p>12. DECLARATION</p> <p>I declare (b) (6), (b) (7)(C) charge and that the statements therein are true to the best of my knowledge and belief</p> <p>By (b) (6), (b) (7)(C) (signature) or person making charge) (Print type name and title or office, if any)</p> <p>(b) (6), (b) (7)(C)</p> <p>Address (date) 2/17/14</p>		<p>Tel No (b) (6), (b) (7)(C)</p> <p>Cell No. (b) (6), (b) (7)(C)</p> <p>Fax No (b) (6), (b) (7)(C)</p> <p>e-Mail (b) (6), (b) (7)(C)</p>
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3271

Agency Website: www.nlrb.gov
Telephone: (513)684-3686
Fax: (513)684-3946

April 25, 2014

(b) (6), (b) (7)(C)

Re: INTERNATIONAL UNION, SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA (SPFPA) (Hollywood Casino)
Case 09-CB-122932

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **May 9, 2014**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than May 8, 2014. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 9, 2014**. The request may be filed electronically through the **E-File Documents** link on our website www.nlrb.gov, by fax to (202)273-4283, by

INTERNATIONAL UNION, SECURITY, - 2 - April 25, 2014
POLICE AND FIRE PROFESSIONALS
OF AMERICA (SPFPA) (Hollywood
Casino)
Case 09-CB-122932

mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after May 9, 2014, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Laura E. Atkinson

Laura E. Atkinson
Acting Regional Director

Enclosure

cc: (b) (6), (b) (7)(C) - (b) (6), (b) (7)(C) - INTERNATIONAL
UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA
(SPFPA) - 25510 KELLY RD - ROSEVILLE, MI 48066-4932

GORDON A. GREGORY - ATTORNEY AT LAW - GREGORY, MOORE,
JEAKLE, & BROOKS, P.C. - 65 CADILLAC SQUARE, SUITE 3727
DETROIT, MI 48226-2893

ERIC W. BERG - ATTORNEY AT LAW - GREGORY, MOORE, JEAKLE &
BROOKS, P.C. - 65 CADILLAC SQUARE, SUITE 3727 - DETROIT,
MI 48226-2893

ROBIN RIVERA, HR VICE-PRESIDENT - HOLLYWOOD CASINO
COLUMBUS OHIO - 200 GEORGESVILLE RD - COLUMBUS, OH 43228-2020

STEVEN W. SUFLAS - ATTORNEY AT LAW - BALLARD SPAHR, LLP
210 LAKE DRIVE EAST, SUITE 200 - CHERRY HILL, NJ 08002-1163

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		09-CB-161272	October 2, 2015
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name International Union Security, Police and Fire Professionals, Local 122		b. Union Representative to Contact (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
c. Address 25510 Kelly Road Roseville, MI 48066		d. Tel. No. (586)772-7250	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
Since about (b) (6), (b) (7)(C), 2015, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievance of (b) (6), (b) (7)(C) regarding discipline (b) (6) was issued, for arbitrary or discriminatory reasons or in bad faith.			
3. Name of Employer Turtle Asset Protection LLC d/b/a Chenega Security Total		4a. Tel. No.	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 3000 C St, Ste 301, Anchorage, AK 99503-3975		6. Employer representative to contact Chantee West, Site Manager	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security Services		9. Number of Workers employed 18
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C) (signature of representative or person making charge)		Tel No.	
		(b) (6), (b) (7)(C)	
		Cell No. (b) (6), (b) (7)(C)	
Address: (b) (6), (b) (7)(C)		Date: 10-2-15	Fax No.
			e-Mail (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 *et seq.* The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3271

Agency Website: www.nlr.gov
Telephone: (513)684-3686
Fax: (513)684-3946

November 6, 2015

MICHAEL J. AKINS, ATTORNEY
GREGORY, MOORE, JEAKLE & BROOKS, PC
65 CADILLAC SQ, STE 3727
DETROIT, MI 48226-2893

Re: INTERNATIONAL UNION SECURITY, POLICE AND FIRE
PROFESSIONALS, LOCAL 122
(Total Asset Protection LLC d/b/a Chenega Security)
Case 09-CB-161272

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Garey Edward Lindsay
Regional Director

cc:

(b) (6), (b) (7)(C)

CHANTEE WEST, SITE MANAGER
TOTAL ASSET PROTECTION LLC D/B/A
CHENEGA SECURITY
3000 C ST, STE 301
ANCHORAGE, AK 99503-3975

STEPHANIE ROBINSON, STEWARD
INTERNATIONAL UNION SECURITY, POLICE AND FIRE
PROFESSIONALS, LOCAL 122
25510 KELLY RD
ROSEVILLE, MI 48066-4994

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		09-CB-167218	December 7, 2016
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security Police Fire Professionals of America Local 122		b. Union Representative to Contact Harold Trigg Business Agent	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No.	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about October 2015, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by failing in its duty of fair representation by refusing to provide copies of the collective-bargaining agreement with the Employer to its unit members, as requested by (b) (6), (b) (7)(C). Additionally, the above-named labor organization has refused to respond to inquiries made by the charging party, (b) (6), (b) (7)(C), about the Employer's cutting hours and the requirements of a physical endurance test.			
3. Name of Employer Chenega Total Asset Protection		4a. Tel. No. (571)291-8500	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 14295 Park Meadow Dr., Chantilly, VA 20151-2220		6. Employer representative to contact Chris Ramsey Project Manager	
7. Type of Establishment (factory, mine, wholesaler) Security	8. Principal product or service Security Service	9. Number of Workers employed 20	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d. e-Mail
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)		Tel. No.	
(signed _____ person making charge)		(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	
Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)	
Address:		Date: 06 Jan 2016	
(b) (6), (b) (7)(C)		Fax No.	
		e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3271

Agency Website: www.nlrb.gov
Telephone: (513)684-3686
Fax: (513)684-3946

March 8, 2016

HAROLD TRIGG, BUSINESS AGENT
SECURITY POLICE FIRE PROFESSIONALS OF
AMERICA, LOCAL 122
25510 KELLY RD
ROSEVILLE, MI 48066-4994

Re: SECURITY POLICE FIRE PROFESSIONALS OF AMERICA,
LOCAL 122 (Chenega Total Asset Protection)
Case 09-CB-167218

Dear Mr. Trigg:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Garey Edward Lindsay
Regional Director

cc:

(b) (6), (b) (7)(C)

CHRIS RAMSEY, PROJECT MANAGER
CHENEGA TOTAL ASSET PROTECTION
14295 PARK MEADOW DR
CHANTILLY, VA 20151-2220

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		DO NOT WRITE IN THIS SPACE	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		Case	Date filed
		09-CB-178113	June 9, 2016
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.			
1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name Security Police & Fire Professionals of America, Local 122		b. Union Representative to Contact Harold Trigg President	
c. Address 25510 Kelly Rd, Roseville, MI 48066-4994		d. Tel. No. (937)298-6108	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail htrigg@spfpa.org
h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
<p>Since on or about May 26, 2016, the Union has failed & refused to file and process a grievance regarding the Employer's failure to provide a contractual pay raise, thereby failing in its duty to fairly represent its members.</p> <p>Location involved: Center for Disease Control & Niosh 1150 Tusculum Ave. Cinti, Ohio 45226</p>			
3. Name of Employer Chenega Total Asset Protection		4a. Tel. No. 571-291-8500	4b. Cell No.
		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP code) 14295 Park Meadow Dr, Chantilly, VA 20151-2220		6. Employer representative to contact Chris Ramsey , Project Manager MIKE TAYLOR	
7. Type of Establishment (factory, mine, wholesaler) Manpower	8. Principal product or service Security Services		9. Number of Workers employed
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C) 8	
	11c. Fax No.	11d. e-Mail	
11. Address of party filing charge (street, city, state, and ZIP code) (b) (6), (b) (7)(C)			
12. DECLARATION			
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.			
By: (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)		Tel. No.
(signature of representative or person making charge)	Print/type name and title or office, if any		Cell No. (b) (6), (b) (7)(C)
Address: (b) (6), (b) (7)(C)	Date: 09-Jun-2016	Fax No.	
		e-Mail	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3271

Agency Website: www.nlrb.gov
Telephone: (513)684-3686
Fax: (513)684-3946

July 13, 2016

MICHAEL J. AKINS
GREGORY MOORE JEAKLET HEINEN & BROOKS
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2893

Re: INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE
PROFESSIONALS OF AMERICA (SPFPA), LOCAL 122
(Chenega Total Asset Protection)
Case 09-CB-178113

Dear Mr. Akins:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Garey Edward Lindsay
Regional Director

cc: HAROLD TRIGG, PRESIDENT
INTERNATIONAL UNION, SECURITY, POLICE,
AND FIRE PROFESSIONALS OF AMERICA (SPFPA),
LOCAL 122
25510 KELLY RD
ROSEVILLE, MI 48066-4994

(b) (6), (b) (7)(C)

MIKE TAYLOR, PROJECT MANAGER
CHENEGA TOTAL ASSET PROTECTION
14295 PARK MEADOW DR
CHANTILLY, VA 20151-2220

ANDREA E. GIROLAMO-WELP
ASSOCIATE GENERAL COUNSEL
3000 C STREET, SUITE 301
ANCHORAGE, AL 99503

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 09-CB-184401	Date Filed September 15, 2016

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name SPFPA		b. Union Representative to contact Jerry Heyman Title:	
c. Address (Street, city, state, and ZIP code) po box 541365 merritt island FL 32954		d. Tel. No. (321) 505-4747	e. Cell No.
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (3) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)			
(1) Within the previous six months, the above-named labor organization has failed and refused to bargain in good faith with the employer.			
3. Name of Employer gardaworld		4a. Tel. No.	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 1129 brock mcvey dr lexington KY 40505		6. Employer representative to contact Title:	
7. Type of establishment (factory, mine, wholesaler, etc.) Misc. Transportation	8. Identify principal product or service currency	9. Number of workers employed 36	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No. (b) (6), (b) (7)(C)	b. Cell No.
		c. Fax No.	d. e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)			
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (signature of representative or person making charge) (Print/type name and title or office, if any) Title: (b) (6), (b) (7)(C) Address _____ (date) 09/15/2016 19:32:36		Tel. No. (b) (6), (b) (7)(C) Cell No. Fax No. e-Mail (b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 9
550 MAIN ST
RM 3003
CINCINNATI, OH 45202-3271

Agency Website: www.nlr.gov
Telephone: (513)684-3686
Fax: (513)684-3946

December 2, 2016

(b) (6), (b) (7)(C)

Re: INTERNATIONAL UNION, SECURITY,
POLICE, AND FIRE PROFESSIONALS
OF AMERICA (SPFPA) (Gardaworld)
Case 09-CB-184401

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICA (SPFPA) has violated the National Labor Relations Act.

Decision to Dismiss: In view of your lack of cooperation in investigating this case, I have determined that further proceedings are not warranted at this time and I am dismissing your charge.

If you wish to refile this charge later when you can cooperate in the investigation, you may do so. However, your attention is directed to Section 10(b) of the Act which provides that a charge must be filed with the NLRB and served on the charged party within six months of the conduct alleged to be unlawful.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax or email. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **E-File Documents**, enter the **NLRB Case Number**, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the **General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001**. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **December 16, 2016**. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than December 15, 2016. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely.** If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the

appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before December 16, 2016**. The request may be filed electronically through the *E-File Documents* link on our website www.nlr.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after December 16, 2016, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,



Garey Edward Lindsay
Regional Director

Enclosure

cc: Jerry Heyman, Region 2 Director
International Union, Security, Police, and
Fire Professionals of America (SPFPA)
P.O. Box 541365-1368
Merriitt Island, FL 32954-1365

Gregory A. Gordon, Attorney at Law
International Union, Security, Police and
Fire Professionals of America (SPFPA)
65 Cadillac Square, Suite 3727
Detroit, MI 48226

Gardaworld
1129 Brock McVey Dr.
Lexington, KY 40505

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
1015 Half Street SE
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CA-131170	June 19, 2014

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer St. Augustine University Campus Police		b. Tel. No. (919)516-4168
d. Address (street, city, state ZIP code) 1315 Oakwood Ave., Raleigh, NC 27610	e. Employer Representative Sadie Carter	c. Cell No.
		f. Fax No.
i. Type of Establishment (factory, nursing home, hotel) University	j. Principal Product or Service Security Services	g. e-Mail
		h. Dispute Location (City and State) Raleigh, NC
		k. Number of workers at dispute location 25

l. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsection (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2014, the Employer discharged its employee (b) (6), (b) (7)(C) for protected concerted activity of making complaints against a supervisor.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C)	4b. Tel. No. (b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-Mail (b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Statements are true to the best of

(b) (6), (b) (7)(C)

Print Name and Title

Date: 6/19/2014

Tel. No.
(b) (6), (b) (7)(C)

Office, if any, Cell No.

Fax No.

e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

SUBREGION 11
4035 University Pkwy Ste 200
Winston Salem, NC 27106-3275

Agency Website: www.nlrb.gov
Telephone: (336)631-5201
Fax: (336)631-5210

August 29, 2014

Stacie Watson, Esq.
434 Fayetteville Street
Suite 2300
Raleigh, NC 27601

Re: St. Augustine University Campus Police
Case 10-CA-131170

Dear Watson:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

Nancy Wilson
Acting Regional Director

By:

A handwritten signature in black ink, appearing to read "Scott C. Thompson", is written over a horizontal line.

Scott C. Thompson
Officer in Charge

cc:

(b) (6), (b) (7)(C)

Sadie Carter
St. Augustine University Campus Police
1315 Oakwood Ave.
Raleigh, NC 275611

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CB-60844	7-1-11

INSTRUCTIONS:

File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT	
a. Name International Union, Security, Police and Fire Professionals of American (SPFPA), Local 571	b. Union Representative to contact: Dave Hickey, Pres.
c. Union Telephone & FAX No. (800) 228-7492	d. Address (street, city, state and ZIP code) 25510 Kelly Road, Roseville, Michigan 48066
e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsections 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
<p>Since on or about a date within six months of the filing of the instant charge, the above-named labor organization, by its officers, agents, and representatives, has failed and refused and continues to fail and refuse to represent (b) (6), (b) (7)(C), an employee of Paragon Systems, an Employer, in connection with (b) (6) termination by said Employer and the Employer's failure to reinstate (b) (6), (b) (7)(C).</p>	
3. Name of Employer Paragon Systems	4. Telephone No. (404) 622-8597
5. Location of plant involved (street, city, state and ZIP code) 650 Hamilton Avenue, Atlanta, GA 30303	6. Employer representative to contact Michelle Cooper, Supervisor
7. Type of establishment (factory, mine, wholesaler, etc.) security	8. Identify principal product or service security
9. Number of workers employed Approx. 350	
9. Full name of party filing charge (b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)	12. Telephone No. (b) (6), (b) (7)(C)
6. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. Signature of representative or person making charge Address - Same as Item 11 above Telephone No. Same as Item 12 above Title: An Individual Date 7-1-11	

6. DECLARATION
WILLFUL FALSE STATEMENT

BE PUNISHED BY FINE AND IMPRISONMENT

(U.S. CODE, TITLE 18, SECTION 1001) **I.O. LR**

EE:1 WA 1-11-11

RECEIVED NLRB



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
233 PEACHTREE ST NE
HARRIS TOWER, SUITE 1000
ATLANTA, GA 30303-1531

Agency Website: www.nlrb.gov
Telephone: (404)331-2896
Fax: (404)331-2858

August 26, 2011

(b) (6), (b) (7)(C)

Re: INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS
OF AMERICA (SPFPA), LOCAL 571
Case 10-CB-060844

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA), LOCAL 571 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the Union failed and refused to file and process your discharge grievance in violation of Section 8(b)(1)(A) of the Act. You were discharged from Paragon Systems, Inc., for failure to pass weapons qualification tests. In (b) (6), (b) (7)(C) 2011, the Union processed and resolved a termination grievance regarding your status and the status of 23 other employees. Pursuant to that grievance resolution, on (b) (6), (b) (7)(C), 2011, you were given another opportunity to qualify for reinstatement to the Employer by passing the range qualification. As all parties agreed to be bound the resolution, and the terms of the resolution are fair and regular and are not repugnant to the Act, I am deferring to the grievance resolution. Midwest Television, Inc., 343 NLRB 748 (2004). Accordingly, I am refusing to issue complaint on this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National

Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **September 9, 2011**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **September 8, 2011**.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before September 9, 2011**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Martin M. Arlook

MARTIN M. ARLOOK
Regional Director

Enclosure

International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 571
Case 10-CB-060844

- 3 -

August 26, 2011

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

MICHELLE COOPER, SUPERVISOR
PARAGON SYSTEMS
650 HAMILTON AVE SE
ATLANTA, GA 30312-3778

DAVID L. HICKEY, International President
INTERNATIONAL UNION, SECURITY
POLICE AND FIRE PROFESSIONALS OF
AMERICA (SPFPA)
25510 KELLY RD
ROSEVILLE, MI 48066-4932

SCOTT A. BROOKS, Attorney
GREGORY MOORE JEAKLE &
BROOKS, P.C.
65 CADILLAC SQ, STE 3727
DETROIT, MI 48226-2893

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
10-CB-60939	7-1-11

INSTRUCTIONS:

File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT		
a. Name International Union, Security, Police and Fire Professionals of American (SPFPA), Local 571	b. Union Representative to contact: Dave Hickey, Pres.	
c. Union Telephone & FAX No. (800) 228-7492	d. Address (street, city, state and ZIP code) 25510 Kelly Road, Roseville, Michigan 48066	
e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsections 8(b)(1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since on or about a date within six months of the filing of the instant charge, the above-named labor organization, by its officers, agents, and representatives, has failed and refused and continues to fail and refuse to represent ^{(b) (6), (b) (7)(C)}, an employee of Paragon Systems, an Employer, in connection with ^{(b) (6)} termination by said Employer and by its failure to reinstate ^{(b) (6), (b) (7)(C)}</p>		
3. Name of Employer Paragon Systems	4. Telephone No. (404) 622-8597	
5. Location of plant involved (street, city, state and ZIP code) 650 Hamilton Avenue, Atlanta, GA 30303	6. Employer representative to contact Michelle Cooper, Supervisor	
7. Type of establishment (factory, mine, wholesaler, etc.) security	8. Identify principal product or service security	9. Number of workers employed Approx. 350
9. Full name of party filing charge ^{(b) (6), (b) (7)(C)}		
11. Address of party filing charge (street, city, state and ZIP code) ^{(b) (6), (b) (7)(C)}		12. Telephone No. ^{(b) (6), (b) (7)(C)}
6. DECLARATION		
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.		
Signature ^{(b) (6), (b) (7)(C)}	Telephone No. Same as Item 12 above	Title: An Individual Date 7-1-11

6. DECLARATION
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001) I.O. LR

7/1/11 PM 12:47

RECEIVED NLRB



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
233 PEACHTREE ST NE
HARRIS TOWER, SUITE 1000
ATLANTA, GA 30303-1531

Agency Website: www.nlr.gov
Telephone: (404)331-2896
Fax: (404)331-2858

August 26, 2011

(b) (6), (b) (7)(C)

Re: INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS
OF AMERICA (SPFPA), LOCAL 571
Case 10-CB-060939

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA), LOCAL 571 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that the Union failed and refused to file and process your discharge grievance in violation of Section 8(b)(1)(A) of the Act. You were discharged from Paragon Systems, Inc., for failure to pass weapons qualification tests. In (b) (6), (b) (7)(C) 2011, the Union processed and resolved a termination grievance regarding your status and the status of 23 other employees. Pursuant to that grievance resolution, on (b) (6), (b) (7)(C), 2011, you were given another opportunity to qualify for reinstatement to the Employer by passing the range qualification. As all parties agreed to be bound the resolution, and the terms of the resolution are fair and regular and are not repugnant to the Act, I am deferring to the grievance resolution. Midwest Television, Inc., 343 NLRB 748 (2004). Accordingly, I am refusing to issue complaint on this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **September 9, 2011**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **September 8, 2011**.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before September 9, 2011**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

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Very truly yours,

/s/ Martin M. Arlook

MARTIN M. ARLOOK
Regional Director

Enclosure

International Union, Security, Police and
Fire Professionals of America (SPFPA),
Local 571
Case 10-CB-060939

- 3 -

August 26, 2011

cc GENERAL COUNSEL
 OFFICE OF APPEALS
 FRANKLIN COURT BUILDING
 NATIONAL LABOR RELATIONS
 BOARD
 1099 14TH STREET, NW
 WASHINGTON, DC 20570

DAVID L. HICKEY, International President
INTERNATIONAL UNION, SECURITY
POLICE AND FIRE PROFESSIONALS OF
AMERICA (SPFPA)
25510 KELLY RD
ROSEVILLE, MI 48066-4932

SCOTT A BROOKS, Attorney
GREGORY MOORE JEAKLE
& BROOKS, P.C.
65 CADILLAC SQ STE 3727
DETROIT, MI 48226-2893

MICHELLE COOPER, SUPERVISOR
PARAGON SYSTEMS
650 HAMILTON AVE SE
ATLANTA, GA 30312-3778

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE	
Case 10-CB-65475	Date Filed 9-26-11

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT			
a. Name INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA)		b. Union Representative to contact Rick O'Quinn, Regional Vice-President	
c. Address (Street, city, state, and ZIP code) 25510 Kelly Road, Roseville, MI 48066		d. Tel. No. 321-543-3310	e. Cell No. (321)622-4729
		f. Fax No.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Within the past six months, the above-named labor organization has failed and refused to file and process a grievance for (b) (6), (b) (7)(C), for unlawful reasons.			
3. Name of Employer Paragon		4a. Tel. No. 404-622-8597	b. Cell No.
		c. Fax No.	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 650 Hamilton Avenue, Atlanta, GA 30312		6. Employer representative to contact Vernon Fields Contract Manager	
7. Type of establishment (factory, mine, wholesaler, etc.) Federal Bldg. Security	8. Identify principal product or service Security	9. Number of workers employed 348	
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	
I declare (b) (6), (b) (7)(C) are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) in Individual (signature) (Print/type name and title or office, if any)		Tel. No.	
		Cell No. (b) (6), (b) (7)(C)	
		Fax No.	
Address (b) (6), (b) (7)(C)		e-Mail (b) (6), (b) (7)(C)	
		(date) 09/23/11	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
233 PEACHTREE ST NE
HARRIS TOWER, SUITE 1000
ATLANTA, GA 30303-1531

Agency Website: www.nlr.gov
Telephone: (404)331-2896
Fax: (404)331-2858

November 18, 2011

(b) (6), (b) (7)(C)

Re: International Union, Security, Police and
Fire Professionals of America
Case 10-CB-065475

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that the INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) AND ITS LOCAL NO. 256 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges that within the past six months, the Union failed and refused to file and process a grievance for unlawful reasons in violation of Section 8(b)(1)(A) of the Act. Pursuant to a mail ballot election conducted by the National Labor Relations Board, a majority of the valid votes were cast for the petitioner, United Security and Police Officers of America (USPOA). Thereafter, pursuant to a hearing on objections, the hearing officer recommended the certification of USPOA. In June 2011, the Union filed exceptions to the hearing officer's report and recommendations. The exceptions are still pending before the Board. Thus, as of the time you filed your grievance in August 2011, the Union's status as the certified representative was in issue. Under these circumstances, it was not unreasonable for the Union to refuse to undertake your grievance. Moreover, and contrary to your assertion, the Union contends that the collective bargaining agreement does not guarantee employees a minimum number of hours per work week. Accordingly, the Union determined that your grievance lacked merit. Under the instant circumstances and in the absence of evidence that the Union's actions were due to arbitrary or unlawful considerations, further proceedings are not warranted. Accordingly, I am refusing to issue complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlr.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlr.gov, click on **File**

Case Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **December 2, 2011**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than **December 1, 2011**.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlr.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before December 2, 2011**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Martin M. Arlook

MARTIN M. ARLOOK
Regional Director

Enclosure

cc GENERAL COUNSEL
 OFFICE OF APPEALS
 FRANKLIN COURT BUILDING
 NATIONAL LABOR RELATIONS BOARD
 1099 14TH STREET, NW
 WASHINGTON, DC 20570

SCOTT A BROOKS, Esquire
GREGORY MOORE JEAKLE BROOKS PC
CADILLAC TOWERS
65 CADILLAC SQUARE SUITE 3727
DETROIT, MI 48226-2844

INTERNATIONAL UNION, SECURITY, POLICE
AND FIRE PROFESSIONALS OF AMERICA
(SPFPA) AND ITS LOCAL NO. 256
25510 KELLY RD.
ROSEVILLE, MI 48066-4932

PARAGON SYSTEMS
650 HAMILTON AVENUE SUITE J
ATLANTA, GA 30312

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

Case
10-CB-67584

Date Filed
10-26-2011

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name International Union, Security, Police and Fire Professionals of America	b. Union Representative to contact Rick O'Quinn, Region 2 Vice President	
c. Address (Street, city, state, and ZIP code) 71 East Cherry Street Rahway, NJ 07065	d. Tel. No. (321) 622-4729	e. Cell No. (321) 543-3310
	f. Fax No.	g. e-Mail rickoquinn@spfpa.org
h. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

During the past six (6) months, the above-named labor organization, by its officers, agents, and representatives, restrained and coerced and is restraining and coercing security officers, sergeants and lieutenants located at the Social Security Administration building in Birmingham, Alabama, in the exercise of their rights to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, or to refrain from any or all of such activities, which rights are guaranteed in Section 7 of the said Act.

During the past six (6) months, the above-named labor organization, by its officers, agents, and representatives, failed in its duty of fair representation to the security officers, sergeants and lieutenants located at the Social Security Administration building in Birmingham, Alabama for reasons that are arbitrary, discriminatory, and otherwise unlawful.

3. Name of Employer The Whitestone Group, Inc.	4a. Tel. No. 205-521-0260	b. Cell No.
	c. Fax No. 205-521-0200	d. e-Mail
5. Location of plant involved (street, city, state and ZIP code) 1200 Reverend Abraham Woods Jr. Blvd Birmingham, AL 35285		6. Employer representative to contact John D. Clark, President
7. Type of establishment (factory, mine, wholesaler, etc.) government office	8. Identify principal product or service security	9. Number of workers employed ~40
10. Full name of party filing charge (b) (6), (b) (7)(C)	11a. Tel. No.	b. Cell No. (b) (6), (b) (7)(C)
	c. Fax No.	d. e-Mail
11. Address of party filing charge (street, city, state and ZIP code.) (b) (6), (b) (7)(C)		

12. DECLARATION

I declare that the statements herein are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)
(signature) charge (Print/type name and title or office, if any)

(b) (6), (b) (7)(C)
Address (date) 10-26-11

Tel. No.
Cell No. (b) (6), (b) (7)(C)
Fax No.
e-Mail

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 10
233 PEACHTREE ST NE
HARRIS TOWER, SUITE 1000
ATLANTA, GA 30303-1531

Agency Website: www.nlrb.gov
Telephone: (404)331-2896
Fax: (404)331-2858

January 31, 2012

(b) (6), (b) (7)(C)

Re: The Whitestone Group, Inc.
Case 10-CA-067579

International Union, Security, Police and
Fire Professionals of America
Case 10-CB-067584

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charges that THE WHITESTONE GROUP and INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (SPFPA) have violated the National Labor Relations Act.

Decision to Dismiss: Based on the investigation, I have concluded that further proceedings are not warranted and I am dismissing the charges for the following reasons:

The charge in Case 10-CA-67579 alleges that during the past six months, the Employer interfered with the formation and administration of a labor organization by promising to eliminate monthly deductions from employees' pay after employees signed union authorization cards. The investigation disclosed that on March 18 and 19, 2011, International Union, Security, Police and Fire Professionals of America (SPFPA or the Union) met with employees, obtained signed authorization cards, and presented proof of majority status to the Employer. Based thereon, the Employer entered into an agreement voluntarily recognizing the Union and the parties negotiated and executed a collective bargaining agreement, effective March 21, 2011. Section 10(b) of the Act provides, in part, "...That no complaint shall issue based upon any unfair labor practice occurring more than six months prior to the filing of the charge with the Board and service of a copy thereof upon the person against whom such charge is made" The instant charge was filed and served on October 26, 2011, almost seven months after the alleged unlawful conduct. Consequently, Case 10-CA-67579 is time-barred by the six-month statute of limitations and, I am, therefore, refusing to issue complaint in the matter.

The charge in Case 10-CB-67584 alleges that the Union restrained and coerced security officers in the exercise of their rights to self-organization and to engage in other concerted activities for the purpose of collective bargaining or to refrain from such activities. In support of this allegation, you relied upon the events discussed above in Case 10-CA-67579. Accordingly, to the extent you relied on the events of March 2011, and in view of the fact that the instant charge was also filed and served on October 26, 2011, for the above discussed reasons, this portion of the charge is also time-barred by the six-month statute of limitations. You also assert

that in response to new hires by the Employer during the (b) (6), (b) (7)(C), a (b) (6), (b) (7)(C) distributed authorization cards. In the absence of evidence that the Union interfered with, coerced, threatened or otherwise engaged in any unlawful conduct in an effort to gain additional signed authorization cards, this conduct does not violate the Act.

You also alleged that the Union failed in its duty of fair representation due to arbitrary and discriminatory reasons. In support of your position, you contend that the Union failed to address a number of questions you raised, including questions regarding the employees' 401K plan and the installation of local officers, delayed in providing you with a copy of the collective bargaining agreement, and failed to fully respond when you informed it that an employee needed assistance filing a grievance. The evidence established that the Union contacted you, in writing, regarding the potential grievance and you informed the Union that the employee did not wish to pursue the grievance. It is undisputed that as (b) (6), (b) (7)(C), you were authorized to file grievances. Notwithstanding the Union's asserted dereliction in responding to your inquiries, there was no evidence that the Union failed in its duty to properly represent you or the other unit employees. Although you are dissatisfied with the Union's responsiveness regarding certain of your concerns, the evidence failed to establish that the Union's actions were based upon any arbitrary or discriminatory considerations. While you may perceive the Union's actions to be negligent, mere negligence, poor judgment, or ineptitude by a union is insufficient to establish a breach of the duty of fair representation. Vaca v. Sipes, 386 US 171; Service Employees Local 579 (Beverly Manor), 229 NLRB 692, 695 (1977). Moreover, a union's conduct is arbitrary only if, in view of the facts and prevailing law at the time of the union's actions, its behavior is so far outside a *wide range of reasonableness* as to be deemed irrational. Airline Pilots Assn. v O'Neill, 499 U.S. 65 (1991). For the above reasons, I am refusing to issue complaint in Case 10-CB-67584.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charges was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on **February 14, 2012**. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is

completed by **no later than 11:59 p.m. Eastern Time** on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at **5:00 p.m. Eastern Time** or be postmarked or given to the delivery service no later than February 13, 2012.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on **File Case Documents**, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal **must be received on or before February 14, 2012**. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/[Mary L. Bulls]

Mary L. Bulls
Acting Regional Director

Enclosure

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS
BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

Case 10-CA-067579

International Union, Security, Police and Fire
Professionals of America

Case 10-CB-067584

JOHN D. CLARK, President
THE WHITESTONE GROUP
4100 REGENT ST
STE C
COLUMBUS, OH 43219-6156

RICK O'QUINN, Region 2 Vice President
INTERNATIONAL UNION,
SECURITY, POLICE AND FIRE
PROFESSIONALS OF AMERICA
(SPFPA)
71 E CHERRY ST
RAHWAY, NJ 07065-4000

SCOTT A. BROOKS, ATTORNEY
THE CADILLAC TOWER
65 CADILLAC SQ., SUITE 3727
DETROIT, MI 48226-2844

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel
Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001

Date:

Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to issue a complaint on the charge in

Case Name(s).

Case No(s). *(If more than one case number, include all case numbers in which appeal is taken.)*

(Signature)



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD
OFFICE OF THE GENERAL COUNSEL
Washington, D.C. 20570

March 28, 2012

(b) (6), (b) (7)(C)

Re: The Whitestone Group, Inc.
Case 10-CA-067579

International Union, Security, Police and
Fire Professionals of America
Case 10-CB-067584

Dear (b) (6), (b) (7)(C):

Your appeal from the Acting Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied substantially for the reasons set forth in the Acting Regional Director's letter of January 31, 2012.

You contend on appeal that the investigation of the instant charges by the Regional Office failed to address all relevant evidence proffered in the above captioned matter with evidence connected with Case 10-CA-71169 and Case 10-CB-71178, thus compromising the alleged claims asserted in the instant charges. A review of the investigatory files disclosed that the charges in Case 10-CA-71169 and Case 10-CB-71178 were filed during the pendency of the Region's investigation of the instant matters; however the Regional Office undertook an appropriate and careful investigation of the subsequent charges and obtained and considered relevant evidence in Case 10-CA-71169 and Case 10-CB-71178 along with evidence obtained in the instant matters. Further, the instant matter and the subsequent charges were not so interrelated as to warrant a suspension of a final determination by the Acting Regional Director of the instant matters. It is also noted that the Acting Regional Director approved your withdrawal of Case 10-CB-71178, and you have objected to the terms of a settlement agreement approved by the Acting Regional Director in Case 10-CA-71169. Finally, the other contentions

related in your appeal were determined to be insufficient to support a finding that either the Employer or the Union engaged in any conduct violative of the National Labor Relations Act during the six months preceding the filing of the instant charges.

Accordingly, further proceedings are unwarranted.

Sincerely,

Lafe E. Solomon
Acting General Counsel

By:



Yvonne T. Dixon, Director
Office of Appeals

cc: MARY L. BULLS
ACTING REGIONAL DIRECTOR
HARRIS TOWER STE 1000
233 PEACHTREE ST NE
ATLANTA, GA 30303-1531

JOHN D. CLARK, PRESIDENT
THE WHITESTONE GROUP
4100 REGENT ST STE C
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RICK O'QUINN
REGION 2 VICE PRESIDENT
INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS
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